

Nevada and Federal Employment Notices 2020

NEVADA SAFETY AND HEALTH PROTECTION ON THE JOB

The Nevada Occupational Safety and Health Act, NRS Chapter 618, provides job safety and health protection for workers through the promotion of safe and healthful working conditions throughout the State of Nevada. Requirements of the Act include the following:

EMPLOYERS: Each employer shall furnish to each of his employees employment and a place of employment free from recognized hazards that are causing or are likely to cause serious physical harm to his employees; and shall comply with occupational safety and health standards adopted under the Act.

INSPECTION: The Act requires that a representative of the employer and a representative authorized by the employees be given an opportunity to accompany the Nevada OSHA inspector for the purpose of aiding the inspection.

COMPLAINT: Employees, public or private, or their representatives have the right to file a complaint with the nearest Nevada OSHA office requesting an inspection if they believe unsafe/unhealthy conditions exist in their workplace.

CITATIONS: If upon inspection Nevada OSHA believes an employer has violated the Act, a citation alleging such violation will be issued to the employer. Each citation will specify a time period within which the alleged violation is to be corrected.

EMPLOYERS: This poster must be displayed prominently in the workplace.

Unemployment Insurance/Employment Security

The employees of all establishments are protected by Unemployment Insurance. This employee is required by law to contribute to the Nevada Unemployment Compensation Fund. No part of the contribution is deducted from the wages of employees.

- If you are separated from your job or if you have been substantially reduced, immediately:
1. File an unemployment insurance claim online or by calling the nearest Nevada Telephone Claim Center, as shown below, for full or partial unemployment benefits.
2. Request employment services from the nearest Nevada JobConnect Career Center or find employment information online at www.NevadaJobConnect.com. If you are disabled and require assistance, contact the Nevada JobConnect Career Center prior to your visit to arrange special accommodations.

STATE OF NEVADA
OFFICE OF THE LABOR COMMISSIONER
1818 COLLEGE PARKWAY, SUITE 102
CARSON CITY, NEVADA 89706
PHONE: (775) 684-1800
FAX: (775) 684-1800

Lie Detector

NOTE OF NEVADA
STATE OF NEVADA
OFFICE OF THE LABOR COMMISSIONER
1818 COLLEGE PARKWAY, SUITE 102
CARSON CITY, NEVADA 89706
PHONE: (775) 684-1800
FAX: (775) 684-1800

Polygraph Protection

The Employee Polygraph Protection Act prohibits most private employers from using lie detector tests before or during the course of employment.

Pregnant Workers' Fairness Act

Pursuant to NRS 618.330 and sections 2, 8, 9, 10, and 11 of the Nevada Pregnant Workers' Fairness Act (effective October 1, 2017) employees have the right to be free from discriminatory or unlawful employment practices based on pregnancy, childbirth, or related medical conditions.

Domestic Violence Victims

Domestic violence includes, without limitation, a police report, a copy of an application for an order of protection, an affidavit from an organization which provides services to victims of domestic violence, or documentation from a physician.

IRS Withholding

YOU MAY WANT TO CHECK YOUR WITHHOLDING. If you are an employee, you may want to check your withholding. You may need to file Form W-4 with your employer for a copy of your withholding.

Discrimination

DISCRIMINATION HAS NO PLACE IN THE WORKPLACE. The State of Nevada prohibits discrimination based on race, color, religion, sex, national origin, pregnancy, age, disability, sexual orientation, marital status, gender identity or expression, domestic relations and compensation or wages in any terms, conditions or privileges of employment.

Nursing Mother's Accommodation Act

STATE OF NEVADA. Nursing Mother's Accommodation Act. Effective July 21, 2017, as set forth in Assembly Bill 113 approved during the 2017 Legislative Session, Nevada Revised Statutes (NRS) section 608.095 is hereby amended to read as follows:

Emergency Notice

Emergency Notice. This notice is for the purpose of providing information to employees regarding their rights and responsibilities under the Nevada Occupational Safety and Health Act.

Payday Notice

Payday Notice. This notice is for the purpose of providing information to employees regarding their rights and responsibilities under the Nevada Occupational Safety and Health Act.

State Minimum Wage

Table with 3 columns: Effective Date, Lower Tier, Higher Tier. Shows wage increases from July 1, 2019 to July 1, 2022.

PURSUANT TO ARTICLE 15, SECTION 16A(4) OF THE CONSTITUTION OF THE STATE OF NEVADA AND ASSEMBLY BILL 113, ENACTED JULY 1, 2019, THE FOLLOWING MINIMUM WAGES SHALL APPLY TO ALL EMPLOYERS IN THE STATE OF NEVADA UNLESS OTHERWISE SPECIFIED IN THESE RULES THAT ARE EFFECTIVE AS OF JULY 1, 2019 AND WILL INCREASE AS SET FORTH IN THESE RULES.

Minimum Wage Bulletin

PURSUANT TO ARTICLE 15, SECTION 16A(4) OF THE CONSTITUTION OF THE STATE OF NEVADA, THE GOVERNOR HEREBY ANNOUNCES THAT THE FOLLOWING MINIMUM WAGES SHALL APPLY TO ALL EMPLOYERS IN THE STATE OF NEVADA UNLESS OTHERWISE SPECIFIED.

Daily Overtime Bulletin

STATE OF NEVADA. Daily Overtime Bulletin. Effective April 1, 2019. EMPLOYERS MUST PAY 1 1/2 TIMES AN EMPLOYEE'S REGULAR WAGE RATE WHENEVER AN EMPLOYEE WORKS MORE THAN 11 1/2 TIMES THE APPLICABLE MINIMUM WAGE RATE.

Rules to be Observed By Employers

RULES TO BE OBSERVED BY EMPLOYERS. EVERY EMPLOYER SHALL POST AND KEEP POSTED IN A VISIBLE AND OPEN AREA FOR EMPLOYEES ON THE EMPLOYER'S PREMISES THESE RULES TO BE OBSERVED BY NEW EMPLOYERS SUMMARIZING NEVADA AND HOUR LAWS.

Notice to Employer

STATE OF NEVADA. Notice to Employer. If you are an employer, you may want to check your withholding. You may need to file Form W-4 with your employer for a copy of your withholding.

Workers' Compensation

State of Nevada DEPARTMENT OF BUSINESS & INDUSTRY DIVISION OF INDUSTRIAL RELATIONS Workers' Compensation Section. Attention: Brief Description of Your Rights and Benefits if You are Injured on the Job or have an Occupational Disease.

Caution: The information below is general in nature and is not intended to be legal advice. If you have any questions regarding your status as an employer or employee or your rights and qualification for specific benefits under an industrial injury occupational disease program, you should consult with an attorney experienced in industrial insurance.

Every employee ... shall provide and secure compensation ... for any personal injuries by accident sustained by an employee arising out of and in the course of the employment. See NRS 616B.6(2)(1).

An employee is defined as, "Every person, firm, voluntary association and private corporation, including any public service corporation, which has in its service any person under a contract of hire, including a 16A.230(2)."

An employee is broadly defined as, "... every person in the service of an employer under any appointment or contract of hire or apprenticeship, express or implied, oral or written, whether lawfully or unlawfully employed"

Permanent Total Disability (PTD): If you are medically certified by a treating physician or chiropractor as totally and permanently disabled and have been granted a PTD status by your insurer, you are entitled to receive monthly benefits not to exceed 66 2/3% of your average monthly wage.

Medical Treatment: If you require medical treatment for your on-the-job injury or OD, you may be required to select a physician or chiropractor from a list provided by your workers' compensation insurer.

Claim for Compensation (Form C-4): If medical treatment is sought, the "Claim for Compensation" (Form C-4) must be filed within 90 days after an accident or OD. The treating physician or chiropractor must, within 3 working days after treatment, complete and mail to the employer, the employer's insurer and third-party administrator, the Claim for Compensation.

Insurer/Administrator: Address: City State Zip Telephone Number: Contact Person: City State Zip Telephone Number:

Federal Minimum Wage

Effective July 1, 2019, the federal minimum wage is \$7.25 per hour. The law requires employers to display this poster where employees can readily see it.

Equal Employment Opportunity

Private Employers, State and Local Government Contractors, and Educational Institutions, Employment Agencies and Labor Organizations are prohibited from discriminating on the following basis:

USERRA

USERRA prohibits the rights of veterans to reemployment, benefits, and compensation. USERRA also prohibits employers from discriminating against past and present members of the uniformed services, and applicants to the uniformed services.

Paid Leave

EMPLOYERS MUST PROVIDE STATE GOVERNMENT EMPLOYERS' RIGHTS ACT. USERRA protects the rights of veterans to reemployment, benefits, and compensation. USERRA also prohibits employers from discriminating against past and present members of the uniformed services.

Family Medical Leave Act

EMPLOYERS MUST PROVIDE THE FAMILY AND MEDICAL LEAVE ACT. The Family and Medical Leave Act (FMLA) provides eligible employees with unpaid, job-protected leave for specified family and medical reasons.

Emergency Notice

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